

With Allah's Name the Merciful Benefactor, the Merciful Redeemer



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



2023 Community Development And Leadership Conference

Protecting Our Legacy and Assets- Leadership

1

Protecting Our Legacy and Assets-Leadership

Presenters:

- ***Imam Dr. Bashir Ali***
- ***Imam Salahuddin
Muhammad***
- ***Dr. Mubaashir Uqdah***
- ***ILTDP Students***

**Moderator: *Imam Taalib
Mahdee***



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Protecting Our Legacy and Assets-Leadership

Presentation Overview:

- Do we have the QUANTITY and QUALITY of LEADERS to carry us into the future?
- How do WE define ISLAMIC LEADERSHIP?
- Do you have a *Leadership Development (succession) PLAN* for your Masjid or Islamic organization?
- How are we SUPPORTING our *current and future* LEADERS?
- A NEW MODEL for *Community Leadership Development...*

3

Qur'an, Surah 87:9

فَذَكِّرْ إِن نَّفَعَتِ الذِّكْرَىٰ

"So, remind (them) if the reminder benefits"

4



1. Do WE have the QUANTITY and QUALITY of **LEADERS** to carry us into the future?

5

Qur'an, Surah 30: 27

وَهُوَ الَّذِي يَبْدَأُ الْخَلْقَ ثُمَّ يُعِيدُهُ وَهُوَ أَهْوَنُ عَلَيْهِ وَلَهُ الْمَثَلُ الْأَعْلَىٰ فِي السَّمَوَاتِ
وَالْأَرْضِ وَهُوَ الْعَزِيزُ الْحَكِيمُ ﴿٢٧﴾

"And it is **He who begins Creation, then He repeats it**; and that is easy for Him. To Him belongs the loftiest similitude in the heavens and earth. And He is the Exalted in Might, the Wise."

6

Qur'an, Surah 14: 19

أَلَمْ تَرَ أَنَّ اللَّهَ خَلَقَ السَّمَوَاتِ وَالْأَرْضَ بِالْحَقِّ إِنْ يَشَأْ يُذْهِبْكُمْ وَيَأْتِ بِخَلْقٍ
جَدِيدٍ ۝ ١٩

"Have you not seen that Allah created the heavens and the earth in truth? If He wills, He can do away with you and produce a New Creation."

7

Jadda Defined

Reference: *The Dictionary of the Holy Qur'an*-Abdul Mannan Omar

جَدًّا
جَدًّا؛ يَجْدِي

To be of great wealth or dignity, be respectable, be new, restore, renew, repeat. *Jaddun* جَدُّ : Majesty; Glory; Greatness. *Judad* جدد plu. of *Juddatun* جَدَّة: Stratas; Tracks; Ways; Streaks. Its sing. is *Juddatun* جَدَّة. *Jadîd* جَدِيد: New; Unexpected; Newly made; Recent.



8

Khalaqa Defined

Reference: *The Dictionary of the Holy Qur'an*-Abdul Mannan Omar

كَلَّمَ Khalaqa
خَلَقَ ، خَلْقًا ؛ يَخْلُقُ

To measure, proportion, determine, fashion, create, form a thing, be fit, apt to a thing, behave kindly. كَلَّمَ: Moral; Character; Nature; Temper; Habit. مُكَلَّمًا: Well proportioned. The distinction between كَلَّمَ and أَمَرَ (command) is that while the former generally means the measuring out or

resolving of the thing out of preexisting matter, the later means bringing into being without matter by uttering the simple command 'Be'.

كَلَّمَ (prf. 3rd p.m. sing.): He created, determined. كَلَّمَ



9

Imam W. Deen Mohammed on a “New Creation” and “New People”



10

Imam W. Deen Mohammed on “A New Creation”

“...Because actually what has been created? **Some of us actually represent a NEW CREATION, or a new social creation.** And I would think that is the strong minority that we have **of free thinkers.**”

IWDM: Support for Social Dignity and Community Empowerment, March 2008)



11

Imam W. Deen Mohammed on “A New People”

“...G-d is forming **a NEW PEOPLE** upon our original nature or upon our fitrah... **He is raising us upon our Fitrah and we are receiving the communication of the Qur'an and Muhammad's (pbuh) life, his way...**”

(Ramadan Session 2004)



12

Imam W. Deen Mohammed on a “**New Creation**” and “**New People**”

“..I don’t know if you all can register the weight and significance of what I’m telling you but to me it is actual fact that I’m **a new creation** on this planet earth and all those who identify in this thinking that was started by Mr. Fard are **a new people** on this planet earth in actual fact, yes...”



13

Imam W. Deen Mohammed on a “**New Creation**” and “**New People**”

“..And I represent these people and I have been formed of these people and by those people and with these people...So my nativity is your nativity, your nativity is my nativity...we’re gonna offer a model for the society, for humanity...”



14

Imam W. Deen Mohammed on a “New Creation” and “New People”

“...so **we are a community**, a **community and a society** in the community, in the international community of Islam and in the United States of America... **G-d has given birth to a new people, a new society** in the United States and on this planet earth... ”



15

Imam W. Deen Mohammed on a “New Creation” and “New People”

“...We’re not just a living organism, **we are a developing organism** and there’s a **process**, there’s a **design**, there’s a **scheme**, there’s a **system** and activity that’s **following a plan**, a plan, yes...”

(February 26, 2000, Imams’ Meeting, Shuraa Concept, Harvey, IL)



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18

Our Community Leadership

1. The Qur'an (Word of Allah)
2. The Life Example (Uswah and Sunnah) of Muhammad the Prophet (ppbuh)
3. The Thinking, Logic and Vision of the Mujedid (Imam W. Deen Mohammed)
4. Shuraa of the "Best Minds"
(Character, Knowledge, Experience, Training, Ability)

19

Leadership is Sacred

يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَ
أَطِيعُوا الرَّسُولَ وَأُولِي الْأَمْرِ مِنْكُمْ

"O you who have believed, **obey Allah and obey the Messenger and those in authority among you...**"

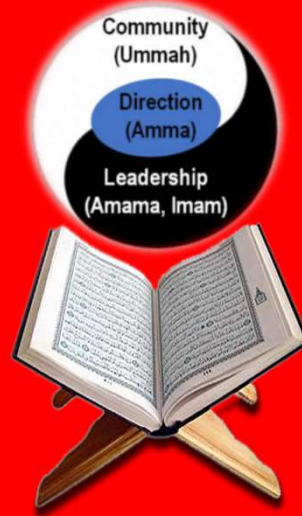
(Qur'an 4:59)

20

Imam W. Deen Mohammed Tafsir: Qur'an 4:59

"Allah tells us to obey G-d, obey His apostle, and obey those charged with authority over you. We should love leadership. Leadership is the hope of a civilized people. Without leadership they have no hope."

(Historic Atlanta Address, Bilalian News, September 29, 1978)



21

Islamic Servant Leaders

وَجَعَلْنَاهُمْ أئِمَّةً يَهْدُونَ بِأَمْرِنَا وَأَوْحَيْنَا إِلَيْهِمْ فِعْلَ الْخَيْرَاتِ وَإِقَامَ الصَّلَاةِ
وَإِيتَاءَ الزَّكَاةِ وَكَانُوا لَنَا عَابِدِينَ ﴿٧٣﴾

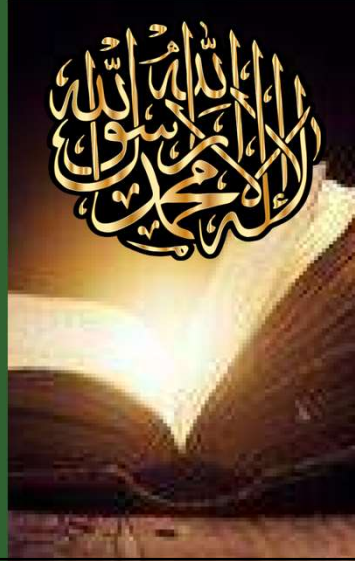
"And We have made them Leaders guiding by Our command. And We inspired to them the doing of good deeds, establishment of Prayer, and the giving of Zakat and they are servants of Us."

(Qur'an, Surah 21: 73)

22

Leadership in Al-Islam

- Love of Allah (*Including: His Book and His Messenger*)
- Love of the Believers
- Love of Humanity
- Character and Integrity
- Compassion (*Rahma*) and the "Best Sensitivities"
- Service with Competence
 - Knowledge, Skills, and Abilities (KSAs)
 - "Know-How"



23

Leadership in Al-Islam: Competence *Knowledge, Skills, & Abilities*

- The ability to read, recite, understand, research, (*memorize, and teach*)* the Qur'an
- Understand and apply the knowledge body ("*Islamic Sciences*") that supports the Deen and traditions/practices of Muslim life



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Leadership in Al-Islam: Competence *Knowledge, Skills, & Abilities*

- The ability to understand (*research and teach*)* the knowledge body of Imam W. Deen Mohammed (*i.e., language, thinking, logic, and vision*)
- The ability to understand and facilitate the *process of 'Amrhum Shuraa Baynahum'* to guide the development of Islamic Community life



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Leadership in Al-Islam: Competence *Knowledge, Skills, & Abilities*

- *Be the Living Example of the Community/Society that you are trying to develop*
- *Provide the Vision and Direction for the development of the Community/Society*
- *Establish the Governance System and Cultural Environment for healthy social development*
- *Create the Infrastructure for the development of Economics; Education; and Culture*



**The Leadership
Example of
Muhammad the
Prophet (ppbuh)**

26

Imam W. Deen Mohammed on *Leadership in Al-Islam*

"We should understand that **our leaders have to be like Muhammad the Prophet (pbuh), all of our leaders,** we're living in a time of religion, we're living in the time of humanity..."



27

Imam W. Deen Mohammed on *Leadership in Al-Islam*

"...**they have to be people that love G-d and love mankind and are human and have the best human sensitivities,** we are to **select people like that.**"

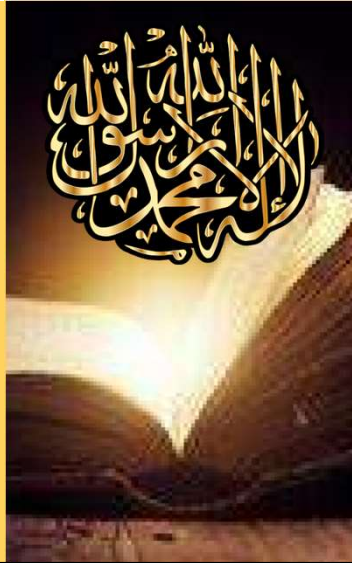
(IWDM: Researching our Faith)



28

Imam W. Deen Mohammed on Leadership in Al-Islam

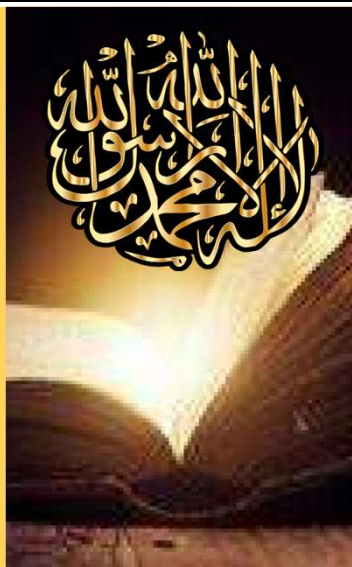
"**Prophet Muhammad** has said that the people should choose their leader and gave us the rules. **Choose the leader based on his character and on his ability.** Not just his character, but, when it comes to sacrificing one or the other, **we are to choose the one with good character** and turn down the one with the good ability that doesn't have good character."



29

Imam W. Deen Mohammed on Leadership in Al-Islam

"We should **choose people on the basis of experience, training and knowledge; how to do the job, and on character.** That's **the ideal person we want, one who has both good character and know-how...**"

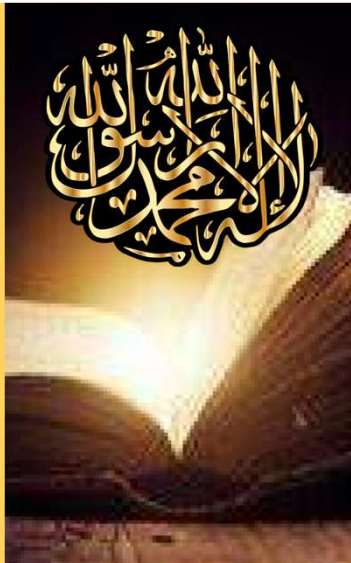


30

Imam W. Deen Mohammed on *Leadership in Al-Islam*

"Again, I have to repeat this. **When it comes to choosing between good character and know-how, we choose the one with good character** and pray that G-d will bless him with experience, knowledge as he goes."

(Imam W. Deen Mohammed: Muslim Journal, "How the Next Leader will be Chosen," December 30, 1983)

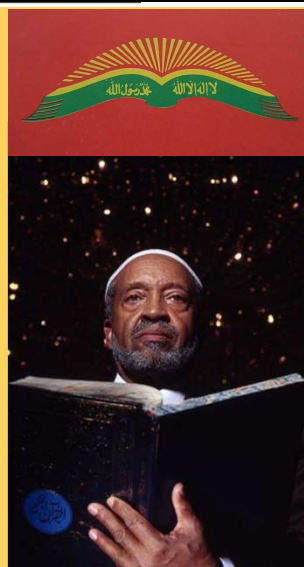


31

Imam W. Deen Mohammed on *Community Leadership*

"... We have to have **leadership that is of virtues, of the best virtues and leadership that is of the very best mind and intelligence.** That is what **takes us to greater progress, into more and better progress.** May G-d bless us with success."

(IWDM: Education is Sacred)



32

The Leadership Example of Muhammad the Prophet (ppbuh)



33

Example of Muhammad the Prophet (ppbuh)

- Love of Allah
- Love of the Believers
- Love of Humanity



34

Example of Muhammad the Prophet (ppbuh)

- Character and Integrity
- Compassion (Rahma) and the "Best Sensitivities"



35

An Excellent Pattern

لَقَدْ كَانَ لَكُمْ فِي رَسُولِ اللَّهِ أُسْوَةٌ حَسَنَةٌ لِّمَن كَانَ يَرْجُوا اللَّهَ وَالْيَوْمَ الْآخِرَ وَذَكَرَ اللَّهَ كَثِيرًا

أُسْوَةٌ حَسَنَةٌ



“There has certainly been for you in the Messenger of Allah an excellent pattern (example-“uswah”) for anyone whose hope is in Allah and the Last Day and [who] remembers Allah often.

(Qur’an, Surah 33:21)

36

Qur'an, Surah 68: 4

وَإِنَّكَ لَعَلَىٰ خُلُقٍ عَظِيمٍ ﴿٤﴾

"And indeed, you (Muhammad) are of a great moral character."

37

Muhammad the Prophet (ppbuh)

Qatadah reported to Aishah, "O mother of the believers, tell me about the character of the messenger of Allah, peace and blessings be upon him." Aishah said, "Have you not read the Qur'an?" I said "Of course." Aishah said, **"Verily, the character of the Prophet of Allah was the Qur'an."**

(Recorded by Muslim)

38

Example of Muhammad the Prophet (ppbuh): *Servant Leader*

- *Be the Living Example of the Community/Society that you are trying to develop*



39

Example of Muhammad the Prophet (ppbuh): *Servant Leader*

- *Provide the Vision and Direction for the Development of the Community (and Society)*



40

Example of Muhammad the Prophet (ppbuh): ***Servant Leader***

- ***Establish the Governance System and Cultural Environment for Healthy Social Development***



41

Example of Muhammad the Prophet (ppbuh): ***Servant Leader***

- ***Create the Infrastructure for the Development of Economics; Education; and Culture***
 - ***The Institutions of Muslim Community Life***



42

Imam W. Deen Mohammed on “Raising Us Upon Our FITRAH”

“... G-d is forming **a NEW PEOPLE** upon our **original nature or upon our fitrah... He is RAISING US UPON our FITRAH** and we are receiving the **communication of the Qur’an and Muhammad’s (pbuh) life, his way...**”

(Ramadan Session 2004)



43

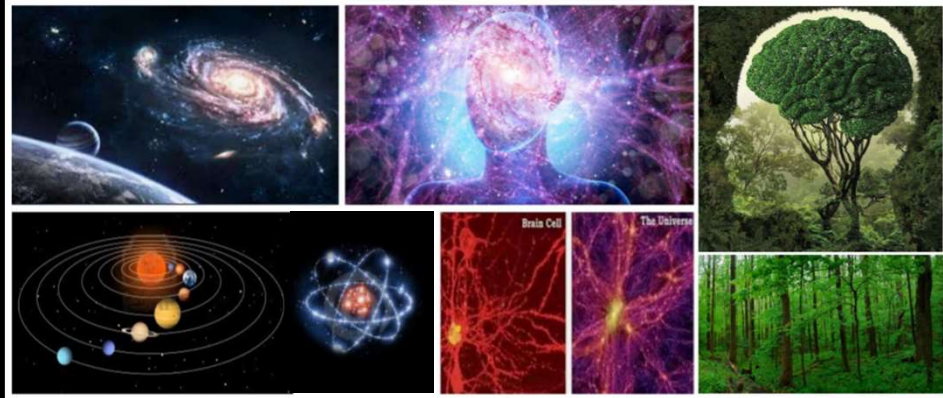
“Fitrah” in Qur’an, Surah 30: 30

فَأَقِمْ وَجْهَكَ لِلدِّينِ حَنِيفًا فِطْرَةَ اللَّهِ الَّتِي فَطَرَ النَّاسَ عَلَيْهَا لَا تَبْدِيلَ لِخَلْقِ اللَّهِ
ذَٰلِكَ الدِّينُ الْقَيِّمُ وَلَكِنَّ أَكْثَرَ النَّاسِ لَا يَعْلَمُونَ ﴿٣٠﴾

“So, establish your purpose/direction for religion rightly inclined, **Allah’s natural pattern (Fitrah) which he originated man on.** (There should be) no altering Allah’s creation. That is the ever-true faith, yet most men do not know.”

44

"..He has established man on the order of the Pattern found in the Universe."



IWDM: *Progressions Magazine* August/September 1986

45

Imam W.D. Mohammed on "**Fitrah**"

"G-d says that this is the religion of Fitraa, the PATTERN upon which He evolved human life. So, there was a PATTERN existing before our existence and then G-d created us to be fitted upon that PATTERN.

...the whole creation is the teaching of G-d and He created the human intellect to live in that teaching environment."

(IWDM: *Mohammed Speaks*)

46

Imam W.D. Mohammed on "the Pattern"

"G-d says that **He has established man on the order of the PATTERN found in the universe. He formed man to that PATTERN**, and that is the **PATTERN of behavior we call Islamic behavior.**

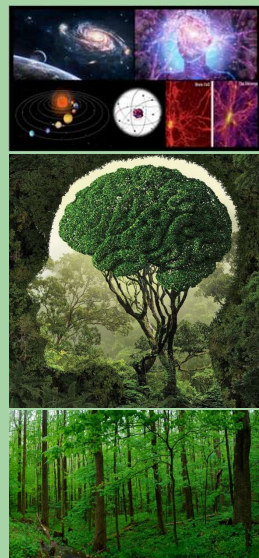
...It is not until Revelation comes that man really finds his purpose on this earth, purpose in the universe, and his true satisfaction in his heart and soul."

IWDM: Progressions Magazine August/September 1986

47

Imam W.D. Mohammed on "the Pattern"

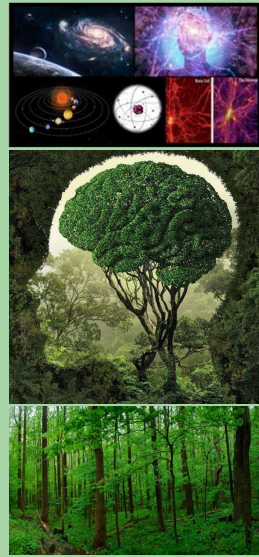
"...G-d raises us up. He creates us in this earth. Our physical essences are of this creation, of this earth—in this physical universe. Our conscious is born of this physical environment. And **G-d has set the PATTERN of that growth, that progress, in the physical matter that we are from, and also in our biology...**



48

Imam W.D. Mohammed on "the Pattern"

"...and also, in our spiritual makeup that lives in our biology. IT ALL CONNECTS brothers and sisters. The physical matter has the PATTERN. That PATTERN comes into me, and I become a living being. That PATTERN is now in me as a physical living being...

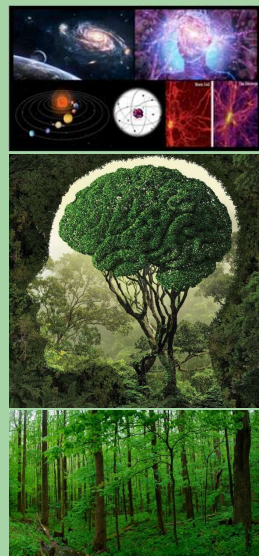


49

Imam W.D. Mohammed on "the Pattern"

"...The PATTERN is my physical physiology, now reaches my mental make-up, my conscious. And now, it begins to PATTERN my CONSCIOUS. G-d has designed all of this! And it brings us up step by step..."

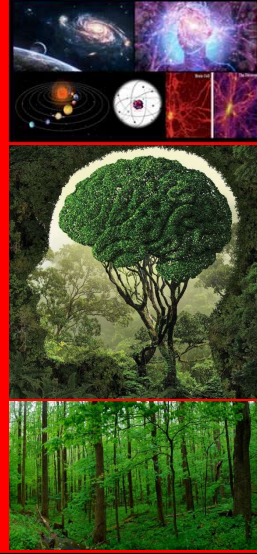
IWDM: The Growth of the Human
Consciousness)



50

Imam W. Deen Mohammed on
“Our Thinking takes Patterns”

“People have to have substance for the guidance of their life. Human beings begin as thinkers... **We all begin as thinkers and we all begin with PATTERNS of THINKING...”**

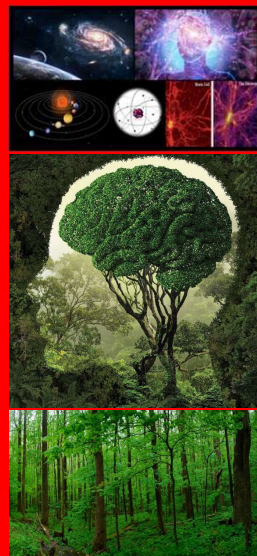


51

Imam W. Deen Mohammed on
“Our Thinking takes Patterns”

“...Our thinking takes patterns and if we do not have **an orientation that has its source in matter, in the real natural world creation,** if we do not have our beginning there, then we take patterns that are faulty from the beginning...”

(IWDM, Education: A Sacred Matter)



52

Imam W. Deen Mohammed on *Fitrah*

"...in order for society to advance it had to be able to find, or see and understand, the nature in its purity that G-d made...."



53

Imam W. Deen Mohammed on *Fitrah*

"...Then they could pattern their society upon that original pattern so that the pattern lives and finds expressions in their culture or in their life and knowledge. That is what Allah is telling us..."

IWDM: Ramadan Session 2006



54

Imam W.D. Mohammed on "the Principles..."

"...The idea in Al-Islam is that man is a unique creature in the creation and that he has evolved or been formed just like all other creatures in the creation; and the external world is not the type bigger than the original type...it is that that's a material reality out there and he is on the **PRINCIPLES of that material reality.** The laws that govern his particular form are established in that outside , external material reality..."

(IWDM: Imams Study Session, February 1983)

55

The **Universal Principles** of the Natural Pattern: "**Fitrah**"



56

Imam W. Deen Mohammed on *Fitrah*

"... And **when they are blessed to come back to the original nature, the original pattern in man's creation, then they can light the world... if you come back to **your UNIVERSALITY** which is your original nature you can light the world."**

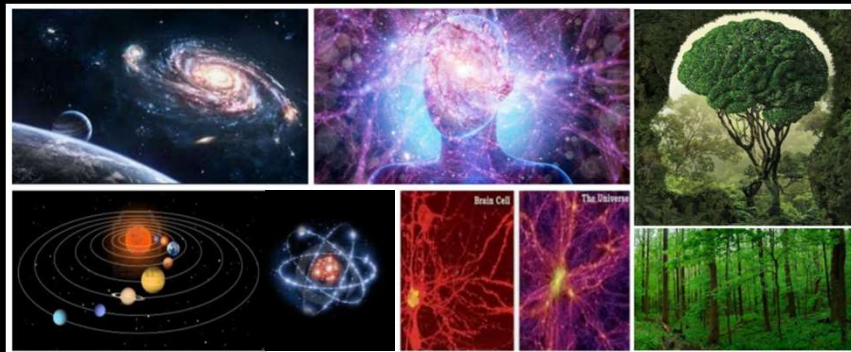
IWDM: Ramadan Session 2006



57

"Fitrah" In Summary...

The concept of *Fitrah* represents the **Creation-based, Natural Pattern for Human (conscious) development**



58

The Islamic Sources: "Truth and the Signs"



59

Qur'an, Surah 96: 1

اقْرَأْ بِاسْمِ رَبِّكَ الَّذِي خَلَقَ

**"READ in the name of thy Rabb
(Guardian Evolver) Who created..."**

60

Imam W. Deen Mohammed on *Ayaat in Qur'an and Creation*

"... **You know what all the words in the Qur'an are called? Ayats**, all these expressions are called Ayats. An expression is called Ayat, sentences, Ayaat. **And Allah says the heavens and the earth as well as yourselves are Ayaat**



61

Imam W. Deen Mohammed on *Ayaat in Qur'an and Creation*

"...He uses the same term, the same expression. **So if we have Ayaat in the Qur'an then what are these Ayaat? It is revelation from G-d...**"

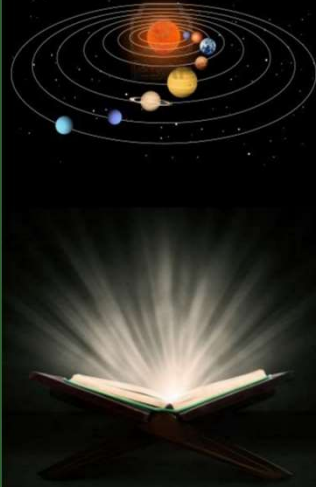
(IWDM: Ramadan Session 2007)



62

Analyzing The Islamic Sources: “The Signs”

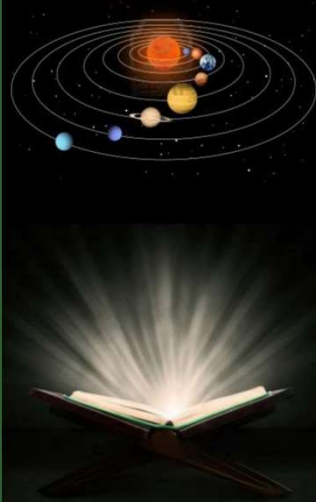
- **The Signs: Ayaat**
(the Words, Messages, and Teaching of Allah)
 - **Revelation/Books/Qur'an**
(to guide, clarify, purify, establish purpose, and connect us to The Truth)



63

Analyzing The Islamic Sources: “The Signs”

- **The Signs: Ayaat**
 - **The Words and Messages of Creation/Nature** (for our study and development) including:
 - Macrocosm
 - Microcosm
 - Fitrah
 - Systems of Knowledge



64

Qur'an, Surah 3: 190

إِنَّ فِي خَلْقِ السَّمَوَاتِ وَالْأَرْضِ وَاخْتِلَافِ اللَّيْلِ وَالنَّهَارِ لَآيَاتٍ لِّأُولِي الْأَلْبَابِ
﴿١٩٠﴾

*"Indeed, in the creation of the heavens and the earth and the alternation of the night and the day are **Signs** for those of understanding."*

65

Qur'an, Surah 3: 191

الَّذِينَ يَذْكُرُونَ اللَّهَ قِيَمًا وَقُعُودًا وَعَلَىٰ جُنُوبِهِمْ وَيَتَفَكَّرُونَ فِي خَلْقِ السَّمَوَاتِ
وَالْأَرْضِ رَبَّنَا مَا خَلَقْتَ هَذَا بَطْلًا سُبْحَانَكَ فَقِنَا عَذَابَ النَّارِ ﴿١٩١﴾

*"... Who remember Allah while standing and reclining and **give thought to the creation of the heavens and the earth**, (saying) "Our Lord, You did not create this aimlessly; Glory to Thee! Preserve us from the doom of the Fire."*

66

Qur'an, Surah 45: 3-4

إِنَّ فِي السَّمَوَاتِ وَالْأَرْضِ لَآيَاتٍ لِّلْمُؤْمِنِينَ ﴿٣﴾
وَفِي خَلْقِكُمْ وَمَا يَبُثُّ مِن دَابَّةٍ آيَاتٌ لِّقَوْمٍ يُوقِنُونَ ﴿٤﴾

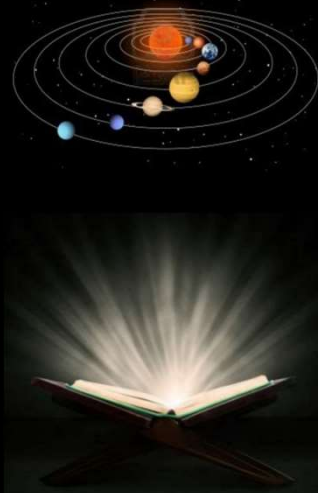
"Indeed, within the heavens and the earth are **Signs** for the believers. And in the creation of yourselves and what He disperses of moving creatures are **Signs** (ayaat) for people who are certain."

67

Imam W. Deen Mohammed on "The Mother of the Book"

"... 'The Mother of the Book' Everything is an expression of nature except G-d. Even revelation itself is an expression of Nature. I'm telling you what I know, not what I'm guessing at. **Even the Qur'an is an expression of nature...**"

(IWDM: Youth Sessions, April 4, 2002)



68

Analyzing The Islamic Sources: “The Signs”

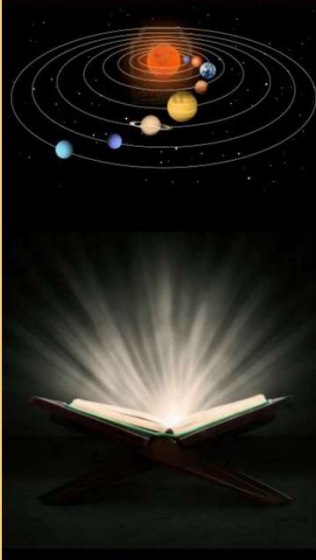
- **Creation** (the “First Book,”
“The Mother of the Book,”
“Man and Universe as Mates”)
 - **Macrocosm** (Universe-One
Connected System of Life)
 - **Microcosm** (Human Life)



69

Analyzing The Islamic Sources: “The Signs”

- **Macrocosm** (Universe-
One Connected System of
Life)
- **Microcosm** (Human Life)
 - **Fitrah** (the Creation-
based Natural Pattern for
Human development)
 - **Systems of Knowledge**



70

Analyzing The Islamic Sources: “The Signs”

■ Systems of Knowledge

- Natural Sciences
- Spiritual Sciences
 - Islamic Sciences
- Social Sciences
 - Human History
 - Human Development Essentials



71

Analyzing The Islamic Sources: “The Signs”

Systems of Knowledge

- The Natural Sciences
 - Represents the study of Nature/Creation for the Advancement of Human Life
 - What are the connections with the “*fitrata-llahi*”?
 - What are the “*signs*” beneficial for our development?



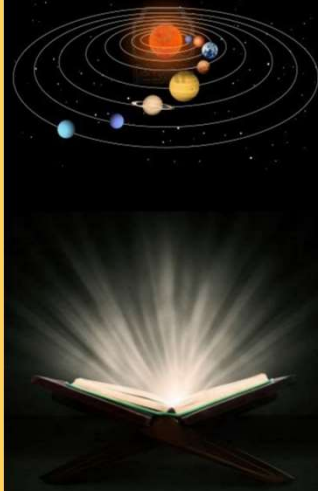
72

Analyzing The Islamic Sources: “The Signs”

Systems of Knowledge

■ The Islamic Sciences

- Represents the *knowledge body* that forms the foundations of the traditions and practices of the **Deen of Al-Islam** (including the life of the Prophet [ppbuh])



73

Analyzing The Islamic Sources: “The Signs”

Systems of Knowledge

■ Human History (*signs "in the creation of yourselves"*)

- Human History Concepts
- The African Origins of Civilization
- African Civilizations
- Elements of the African American Experience



74

Analyzing The Islamic Sources: “The Signs”

Systems of Knowledge

■ Human Development

Essentials (*signs “in the creation of yourselves”*)

- The Human Nature
- Adult Learning Essentials
- Islamic Relationship Essentials



75

Imam W. Deen Mohammed on “The Unity of Sciences”

“... We believe that all of these sciences are pure... They are all full, pure sciences, whether it is human, spiritual, or material. We believe there is only one knowledge and one truth and everything else is just a form or expression of it, and G-d is the Creator of it all...”



76

Imam W. Deen Mohammed on "The Unity of Sciences"

**"...There is no conflict
for the sciences with
Muslims. The
sciences all share a
unity."**

(IWDM: Commentary on Selected
Verses of The Holy Qur'an)



77

Imam W. Deen Mohammed on The Path Back to the Sciences

**"...G-d has created your
mind to be curious like this
and He situates you to
appreciate the material
creation and to be curious
to know what its nature is
and what it can yield to
you of benefit for yourself
and mankind, for human
society..."**



78

Imam W. Deen Mohammed on *The Path Back to the Sciences*

*"...G-d in revealing to His Prophet Muhammed, the way for your total enlightenment. He is the One Who situated you, with the help of His Prophets, or His Messengers, **to give your attention to creation and develop all of these sciences.**"*

(IWDM, Education: A Sacred Matter)



79

Imam W. Deen Mohammed on the *"Signs" and Sciences*

*"...Everything you see out there are signs (ayaat). Now the sun came directly from G-d, too, before the Revelation did...all are created by G-d, as well as my own self. **That made those people scientific.** The Revelation came to them like this. **It made them scientific...**"*



80

Imam W. Deen Mohammed on the "Signs" and Sciences

"...It directed them to study the order of the skies and the earth and all life, including their own selves and extract from it the ilmah, the science, and the knowledge and rahma, the mercy that G-d wants to extend to His human creatures by way of the enlightenment."

(IWDM, Education: A Sacred Matter)



81

Imam W. Deen Mohammed on the "Signs" and Sciences

"...the language of science is really also the language of religion. But they have separated the two, so it is hard to make the connection"

(IWDM, Education: A Sacred Matter)



82

Imam W. Deen Mohammed on "Connections"

**"Everything
that exists is
connected."**

(IWDM: Thoughts for Searchers)



83

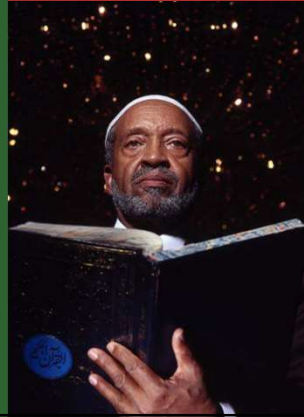
"Amruhum Shuraa Baynahum"



84

Imam W. Deen Mohammed on “**Amruhum Shuraa Baynahum**”

“So, it is impossible for Allah to reveal to any one man the plan for our social destiny and that one man lead us into that destiny by himself; not even with revelation; not even with his sunnah can he do it! **He has to invite the participation of the excellent men, or people, in his environment and together they work ...**”



85

Imam W. Deen Mohammed on “**Amruhum Shuraa Baynahum**”

“... **That’s Shuraa. Shuraa is binding, even on the Prophet.** So, **the most important elements for establishing the Islamic community are the Qur’an, sunnah, and shuraa;** and **you can’t have it without SHURAA...**”



86

Imam W. Deen Mohammed on “Amruhum Shuraa Baynahum”

“...In fact, it is Qur’an and sunnah to have shuraa. So, we have to have that third dimension there, or third element, working in our lives for us; that is the SHURAA.”

(IWDM: “Follow the Leader”)



87

“Amruhum Shuraa Baynahum”

وَالَّذِينَ اسْتَجَابُوا لِرَبِّهِمْ وَأَقَامُوا الصَّلَاةَ وَأَمْرُهُمْ شُورَى بَيْنَهُمْ وَمِمَّا رَزَقْنَاهُمْ يُنْفِقُونَ ﴿٣٨﴾

أَمْرُهُمْ شُورَى بَيْنَهُمْ

“And those who have responded to their Guardian Evolver and established prayer and **order their affairs (Amruhum)** (upon the principle of) **mutual consultation (Shuraa Baynahum)** and from what we provided them, they spend.” (Qur’an 42:38)

88

“Amruhum Shuraa Baynahum”

In Qur'an

- **Obligatory Institution for Believers (Fard)**
 - Reflects the pattern in human nature (*Fitrah*)
 - An entire surah named for this principle
 - **42:38**-Revealed in Mecca
 - **3:159**-Revealed in Medina



89

“Amruhum Shuraa Baynahum”

In Human Nature

- **Human Development Continuum**
 - Initial-Dependent
 - Transitory-Independent
 - Maturity-Interdependent (*Need for Shuraa*)
 - Family, Community, Society, Civilization, Humanity
- **A Natural Function of Leadership**



90

Muhammad the Prophet (ppbuh)

Abu Hurairah narrated the Messenger of Allah (s.a.w.) said: ***“When your leaders are the best of you, the richest are the most generous among you, and **your affairs are consulted among you,** then the surface of the earth is better for you than its belly...”***
(Jami' at-Tirmidhi)

91

Muhammad the Prophet (ppbuh)

Abu Huraira:
“The Holy Prophet was most solicitous **in consulting others in all matters of importance.**”

92

Muhammad the Prophet (ppbuh)

On the authority of 'Ali Ibn Abi Talib
(explaining the word 'azm, Qur'an
3:159) the Prophet replied:

“...taking counsel with knowledgeable people and thereupon following them”

93

Muhammad the Prophet (ppbuh)

Prophet Muhammad (ppbuh) used to ***consult with believers on important community matters***, i.e.:

- ***Call to Prayer***
- ***Battle of Badr***
- ***Battle of Uhud***
- ***The Day of Khandaq (the Trench)***
- ***The Day of Hdaybiyyah***
- ***The Day of Ifk (i.e. the false accusation)***

94

Imam W. Deen Mohammed on “*Amruhum Shuraa Baynahum*”

“... We are to conduct our affairs by mutual consultation and we are to try to select the best in character and the best in ability or the best in mind or knowledge and resources. We are to select those persons males and females, for community achievement, to achieve something for the community, we have to include females too...”



95

Imam W. Deen Mohammed on “*Amruhum Shuraa Baynahum*”

“... Select our best people and then discuss it and select one to be the convener or chairman that will be the amir, getting someone to have charge. And that person who has charge should realize he is there to facilitate the others and whatever they have to offer...”



96

Imam W. Deen Mohammed on “*Amruhum Shuraa Baynahum*”

“...He is to help bring to the forefront the best offers of help, the **best minds**, the **best ideas**, the **BEST PLANS**, he is just to facilitate that. He is not there to dictate, he shouldn't dictate...”

(IWDM: “Researching Our Faith,”
October-December, 2003)



97

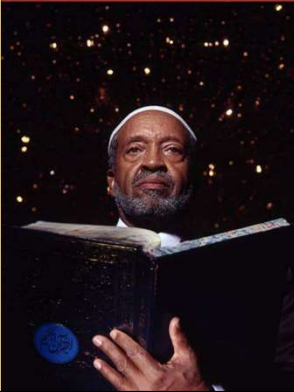
Muhammad the Prophet (ppbuh)

Ibn Umar reported the Prophet (ppbuh) said: “He (Allah) will not gather together my Ummah” or he said “(the) Ummah of Muhammad for error, **and the hand of Allah (swt) is over the group**. And whoever becomes separate (will be) separated in the fire.”

98

Imam W. Deen Mohammed on the "Obligation of the Collective Body"

"...G-d says, indirectly, but directly through Muhammad, the Prophet, in hadith, 'Yadullah ala jama'... **'The hand of G-d is on the collective body'... G-d obligates the collective body...**"



99

Imam W. Deen Mohammed on the "Obligation of the Collective Body"

"...So how are we going to be progressed? How are we going to progress? How are we going to be progressed? **We are going to be progressed because of the collective body accepting responsibility for that.**"

(IWDM: Education is Sacred)



100

Imam W. Deen Mohammed on "Islamic Democracy"

"...So, this is how it works. The whole, all important parts, work together for the success of the whole. And this is a true democracy, when all of the people are included in shaping and promoting or directing the interests of the community. That makes for a true democracy."

IWDM: "Conversation in Boston, Support Religion for Social Dignity and Community Empowerment" (March 14, 2008)

101

Our Community Leadership: SUMMARY

- 1. The Qur'an (Word of Allah)**
- 2. The Life Example (Uswah and Sunnah) of Muhammad the Prophet (ppbuh)**
- 3. The Thinking, Logic and Vision of the Mujedid (Imam W. Deen Mohammed)**
- 4. Shuraa of the "Best Minds" (Character, Knowledge, Experience, Skills and Abilities)**

102

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- *"A New Creation and New People"*
- *"Raising Us Upon Our Fitrah"*
- *"...He has established man on the order of the pattern found in the Universe..." (Fitrah)*
- *"Creation the First Book"*
- *"The Mother of the Book"*
- *"Man and the Universe as Mates"*
- *"Macrocosm" and "Microcosm"*
- *"The Cosmic Man"*



103

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- *"...We are to conduct our affairs by mutual consultation"*
- *"...The most important elements for establishing the Islamic community are the Qur'an, sunnah, and shuraa"*
- *"Islamic Democracy"*



104

IWDM Community Development & Leadership KEY CONCEPTS SUMMARY

- *"Systems of Knowledge"*
- *"The sciences all share a unity"*
- *"...the language of science is really also the language of religion"*
- *"Everything that exists is connected."*
- *"...If we can know human nature then we can manage our life and our affairs."*
- *The "Material" and "Abstract"*



105

IWDM Community Development & Leadership KEY CONCEPTS SUMMARY

- *"Words Make People"*
- *"G-d says in Qur'an, 'And He created you as a plant'..."*
- *"...So, we're talking about human potential, human capacity to ascend, to grow, to produce more and become more productive; what is naturally in us. So, it is talking about heredity, or what is inherent..."*



106

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- "...those who lead, they should be aware of the history of society, the history of the developmental world of man..."
- "...Religion comes to transform life, transform society so that the society will come from purposeless life or interests to purposeful life and to the whole interest that G-d created the human being for..."



107

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- "G-d has given us a purpose. The highest purpose is to fulfill community life, not personal life. The highest purpose for man is to fulfill community life under G-d as He intended..."
- "...Yes, my vision for the future is a model community..."



108

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- *“Life shows progress and growth. Allah wants us to show growth...”*
- *“...Islamic community should never be stagnant...”*
- *“We should be progressing and inventing new things and improving upon our lives and our comforts...”*



109

IWDM Community Development & Leadership **KEY CONCEPTS SUMMARY**

- *“...We should love leadership. Leadership is the hope of a civilized people. Without leadership they have no hope.”*
- *“The most important need for our community is Islamic knowledge or Islamic education. First, I think the Imams and leaders should be encouraged to study the Qur’an and religion more...”*



110

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- *"We follow the sunnah of Muhammad...What is his sunnah? His sunnah is a reflection of the best traditions of life in human society, going back to all the life of nations in times before him."*
- *"...The sunnah of Muhammad is for us to live and grow in...His sunnah is to free every human being to have the best and biggest life possible for the human soul..."*



111

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- *"Yes, I want to return to Allah. All of us have a spirit to return to Allah. And that spirit will never be satisfied until we have Ummatul Islameeyah following this Qur'an and the life of Muhammad...THAT'S WHERE WE ARE GOING! We are created to go there. We have got to go there!!"*



112

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- **"...I believe our history has birthed a madhhab in America. For our group, African Americans, I don't see any but my leadership being the school. My leadership is that school... Consequently, we have to consider our community as being a new school of thought in Al-Islam..."**



113

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- **"...Yes, this is a project for you all...It's valuable. This is my way and I believe G-d is moving me to do this. This is my way of putting you in charge. And don't think that some of this doesn't have a place on the bookshelves or libraries of higher institutions of knowledge or institutions of higher learning."**



114

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- ***"...So, I leave it to you all to put it in form; put it in form and on paper..."***
- ***"...So, you have to look at it and when you look at it and you put it together, you're probably going to see a progression..."***



115

IWDM Community Development & Leadership
KEY CONCEPTS SUMMARY

- ***"...there should be a progression. For any discussion of an idea there should be a progression and when you find that progression, then collect everything that shows that progression..."***



116

Imam W. Deen Mohammed on "Connections"

**"Everything
that exists is
connected."**

(IWDM: Thoughts for Searchers)



117

Understanding the Thinking Language, and Logic of IWDM

What are:

- The Patterns
- The Principles
- The Progressions
- The Connections

Imam Dr. Bashir Ali



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119

Islamic Servant Leaders

وَجَعَلْنَاهُمْ أئِمَّةً يَهْدُونَ بِأَمْرِنَا وَأَوْحَيْنَا إِلَيْهِمْ فِعْلَ الْخَيْرَاتِ وَإِقَامَ الصَّلَاةِ
 وَإِيتَاءَ الزَّكَاةِ وَكَانُوا لَنَا عَابِدِينَ ﴿٧٣﴾

"And We have made them **Leaders**
guiding by Our command. And We
 inspired to them the doing of good deeds,
establishment of Prayer, and the giving of
Zakat and **they are servants of Us.**"
 (Qur'an, Surah 21: 73)

120

Servant Leader with COMPETENCE

- *Be the Living Example of the Community/Society that you are trying to develop*
- *Provide the Vision and Direction for the development of the Community/Society*
- *Establish the Governance System and Cultural Environment for healthy social development*
- *Create the Infrastructure for the development of Economics; Education; and Culture*



**The Leadership
Example of
Muhammad the
Prophet (ppbuh)**

121

Islamic Servant Leaders

- ***Follow the Qur'an and Example of the Prophet (ppbuh)***
- ***Serve*** the interests of the Community, at the will of the Community (*Do NOT DICTATE*)
- ***Develop Community life*** with an inclusive process of '***Amruhum Shuraa Baynahum***'

122

Islamic Servant Leaders

- **Guide** Community development through ***Strategic Leadership***
 - *Strategic Vision,*
 - *Strategic Planning and Implementation*
- **Implement** Effective
 - *Team Development,*
 - *Organizational Development, and*
 - *Communication Strategies*

123

Islamic Servant Leaders

- **Major Islamic Leadership Duties:**
 - Khutbah and Taleem Development
 - Nikah and Janazah
 - Islamic Conflict Resolution
 - Dawah (*Community Outreach and Social Media*)
 - Community Representation



124

Islamic Servant Leaders

**Do WE have the
QUANTITY and
QUALITY of
LEADERS to
carry us into the
future?**



125



**3. Do you have A
LEADERSHIP
SUCCESSION PLAN
for your *Masjid* or
Islamic organization?**

126



**4. How are we
SUPPORTING our
current and future
LEADERS?**

127



**5. A NEW MODEL for
Community Leadership
*Development...***

128

Community Leadership and Development

- Community Leadership
- 90 Years of Community Development
- Community Evolution
- Leadership Evolution
- Community Development Challenges
- Community: A New Creation

The Islamic Sciences

- Shariah
- Islamic History
- Usul Al-Fiqh
- Ulum Al-Hadith
- Seerah
- Aqeedah
- Ulum Al-Qur'an

IWD Knowledge Body - School of Thinking

- The Vision and Mission
- The Sources of Guidance
- The Methodology and Approach
- Fundamental Religious Concepts
- Fundamental Human Concepts
- Advanced Religious Concepts
- Advanced Human Concepts

Islamic Leadership Training and Development Program

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The Islamic Leadership Training and Development Program (ILTDP)

- Intensive and Comprehensive
 - Program Components
- Intangibles
- Program Options
 - Active
 - Audit
- Tuition Options
- Community Support

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Community Leadership Component

COURSE REVIEW

Course 101: *Theory and Conceptual Development*



Islamic Leadership Training and Development Program

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Community Leadership 101: Theory and Conceptual Development

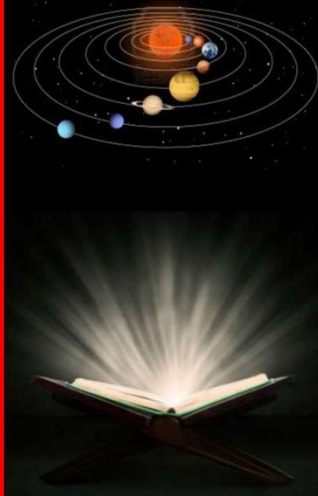
- **Course Introduction**
- ***"Stage to Stage"***
- ***The "Who, What, Where, Why, and How of Community Leadership"***



132

Community Leadership 101: *Theory and Conceptual Development*

- The Islamic Sources:
"Truth & the Signs"
- *"Creation the First Book"*
- Fitrah (*The Natural Pattern for Our Development*)
- Fitrah, the Signs, and the Sciences
- Systems of Knowledge:
The Natural Sciences



133

Community Leadership 101: *Theory and Conceptual Development*

- The Natural & Human Sciences
- Human History & Civilization
- Examining the Human Nature



134

Community Leadership 101: Theory and Conceptual Development

- The African Origins of Civilization
 - Egypt and Nubia
- African Civilizations
 - Religion and Empires
- Examining Elements of the African American Experience
 - The African Slave Trade
 - The 1619 Legacy
 - "A New Creation"



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Community Leadership Component

COURSE REVIEW

Course 102:
*Skill Development
and Application*



**Islamic
Leadership
Training
and
Development
Program**

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Community Leadership 102: *Skill Development and Application*

- **IWDM Community Leadership Review**
- **Islamic Leadership Principles** (*including the Leadership Qualities of PM*)



137

Community Leadership 102: *Skill Development and Application*

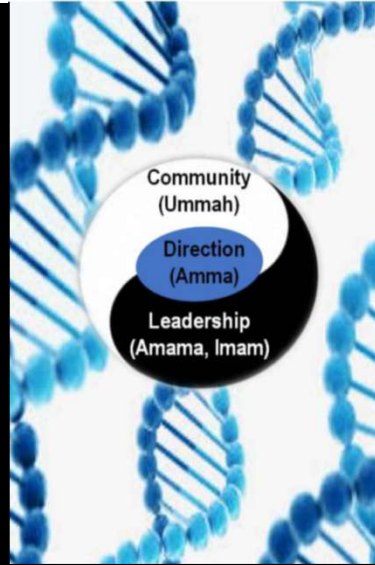
- **Principles of Islamic Community Governance**
 - *Islamic Democracy*
 - *Amruhum Shuraa Baynahum*
 - *Case Studies* (*from IWDM Community*)



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Community Leadership 102: *Skill Development and Application*

- **Strategic Leadership and Organizational Development**
 - Strategic Leadership
 - Strategic Planning
 - Effective Meeting and Communication Strategies
 - Class Research Project
 - *Community Development Survey*
 - Class Presentation (*with ILTDP Maruf Principles*)



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Community Leadership 102: *Skill Development and Application*

- **Major Islamic Leadership Duties:**
 - Khutbah and Taleem Development
 - Nikah and Janazah
 - Islamic Conflict Resolution
 - Dawah (*Community Outreach and Social Media*)
 - Community Representation



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The banner features three main sections at the top:

- Community Leadership and Development:**
 - Community Leadership
 - 90 Years of Community Development
 - Community Evolution
 - Leadership Evolution
 - Community Development: Challenges
 - Community: A New Creation
- The Islamic Sciences:**
 - Shariah
 - Islamic History
 - Usul Al-Fiqh
 - Uloom Al-Hadith
 - Seerah
 - Aqeedah
 - Uloom Al-Qur'an
- IWDM Knowledge Body - School of Thinking:**
 - The Vision and Mission
 - The Sources of Guidance
 - The Methodology and Approach
 - Fundamental Religious Concepts
 - Fundamental Human Concepts
 - Advanced Religious Concepts
 - Advanced Human Concepts

Below these sections are two rows of portraits of program participants and staff. The central text reads:

Islamic Leadership Training and Development Program

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Protecting our Legacy and Assets-Leadership

Questions and Additional Discussion

Moderator: Imam Taalib Mahdee

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